

Massachusetts Workforce Training Fund



ANNUAL REPORT FISCAL YEAR 2007



Commonwealth of Massachusetts
Executive Office of Labor and
Workforce Development
Suzanne M. Bump, Secretary

A Message from the Governor



DEVAL L. PATRICK
GOVERNOR

TIMOTHY P. MURRAY
LIEUTENANT GOVERNOR

THE COMMONWEALTH OF MASSACHUSETTS
EXECUTIVE DEPARTMENT
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Dear Friends:

I am pleased to introduce the Workforce Training Fund's Annual Report for fiscal year 2007. The Workforce Training Fund is an example of government at its best – working with workers and businesses at the speed of business, adding value to the bottom line.

The Workforce Training Fund is one important way we are adding this value, by investing in the skilled workforce we need to be competitive in the world economy.

Since I took office in January, the Workforce Training Fund has awarded nearly 850 grants totaling \$15.3 million to train 18,600 workers across the Commonwealth. And that is only a fraction of what the Workforce Training Fund has achieved since its inception in 1999.

Since then, the Workforce Training Fund has awarded 4,332 grants totaling \$154 million to train 209,000 employees in Massachusetts. The return on our investment is clear – larger profits for businesses, higher employee wages and promotional opportunities and stronger communities where we live and work.

The Workforce Training Fund shows what Massachusetts can accomplish through partnership. Employees, employers and government putting into practice the idea that shared prosperity comes from shared responsibility. Private and public partners coming together to create success.

While the challenge in keeping Massachusetts a leader in the world economy has never been greater, the way forward has never been clearer.

The Workforce Training Fund is an investment in our greatest resource, the people of Massachusetts.

I invite you to learn more about the Fund's work in this report, and on their website: www.mass.gov/wtf.

Sincerely,

Introduction from Secretary Suzanne M. Bump



As Secretary of Labor and Workforce Development for the Commonwealth of Massachusetts, I am pleased to share with you the Workforce Training Fund Annual Report for fiscal year 2007.

The Patrick Administration believes that the single most important economic challenge we face in Massachusetts is the gap between the skills our workers have, and the skills they need to succeed in the world economy.

The Workforce Training Fund is closing that gap, one company at a time.

This past February, I saw the Workforce Training Fund in action at the Garelick Farms facility in Lynn. With over 600 employees, it is one of that city's largest employers. The Workforce Training Fund awarded a grant of over \$156,825 to train 118 Garelick Farms employees.

The Fund is helping Garelick Farms train their employees in supervisory and team building to lower turnover and increase opportunities to promote from within.

The Patrick Administration stands with organizations like Garelick Farms that share our vision of a virtuous cycle of prosperity through partnership.

In this report, you'll read profiles of some companies that are working with the Workforce Training Fund to invest in the skills of their workers, including EMC Corporation.

At EMC, we trained hundreds of hardware engineers in software engineering – a wise investment in one of our highest-paying and fastest-growing occupations.

We look forward to EMC joining the 95 percent of Workforce Training Fund grant recipients who recommend the program to their colleagues. Additionally, 91 percent of grant recipients report increases in productivity, and 92 percent cite increased competitiveness.

We could be forgiven for resting on our laurels. But in this report, you'll read about our plans to explore, expand and fulfill the Workforce Training Fund's potential from Director of Workforce Development David Mackley.

The Workforce Training Fund is an impressive program. The more you know about it, I know you will be as impressed as I am.

Respectfully,

Suzanne M. Bump
Secretary of Labor and Workforce Development

The Workforce Training Fund: Moving Massachusetts Forward

Since its inception in 1999, the Workforce Training Fund has helped thousands of employers gain a competitive advantage through investing in hundreds of thousands of their employees.

This is made possible by generous legislative and employer support: the \$24 million disbursed by the Workforce Training Fund in FY2007 was financed by an employer surcharge of \$8.40 per employee, as part of their overall unemployment insurance contribution.

The Workforce Training Fund wants to add value to your business or union. For more information on the Workforce Training Fund, visit www.mass.gov/wtf.

How Does The Workforce Training Fund Help Businesses and Labor Organizations?

Massachusetts employers can choose from three Workforce Training Fund programs, each tailored to fit your business needs.

WTF General Program: Businesses and labor organizations can access matching grants of up to \$250,000 to help pay for training incumbent workers. Matching grants are available up to \$1 million in an certain cases. Applications are available online, as well as by mail. Applications of up to \$50,000 are accepted on a rolling basis.

WTF Express: Small employers with up to 50 employees can access matching grants of up to \$15,000 within three weeks of filling out the application online.

WTF Hiring Incentive Training Grants (HITG): HITG helps employers train new employees who were previously unemployed. If you're looking to expand your organization's workforce, HITG grants will cover up to \$2,000 of the cost of training new employees, with a limit of \$30,000 per company per year.

Moving Massachusetts Forward: The Mission

The Workforce Training Fund has been investing in the workers and employers since 1999. The Workforce Training Fund does this by:

- Providing businesses and labor organizations with resources for training initiatives.
- Increasing the economic strength of the Commonwealth's employers through a high-performance workforce.
- Allocating resources to companies of all sizes in multiple industries.

Making The Massachusetts Workforce Second-to-None: Top Priorities

- **Investing today in the skills of tomorrow.** The Workforce Training Fund is strategically allocating resources to help employers and workers in growing and emerging sectors, keeping the Commonwealth competitive in the global economy.
- **Ensuring a strong return on investment.** The Workforce Training Fund is requiring detailed reporting of grant outcomes to incorporate specific return on investment – providing the data needed to make a great program even better.
- **Expanding flexible, portable training for Massachusetts workers.** The Workforce Training Fund emphasizes the quality, sustainability, transferability and mobility of training, in order for workers to have skills to take with them, wherever they go.

The Workforce Training Fund: Partnering With Employers

The Workforce Training Fund's resources expedite, assist and invest in your organization's success. Grant recipients are required to match or exceed the Commonwealth's contribution, with the exception Hiring Incentive Training Grant Program, which does not require a match.

Since its inception, the Workforce Training Fund has awarded \$154 million in grants – which has been matched by \$300 million from Massachusetts employers. In FY 2007 alone, the Workforce Training Fund's \$24 million investment in employers' productivity and competitiveness leveraged a total match of \$45 million.

Workforce Training Fund Impact Addressing a Company's Skills Gap

EMC Corporation, Hopkinton

The Workforce Training Fund is devoted to coming up with innovative ways to keep Massachusetts competitive in the global economy. In 2004, the Workforce Training Fund found an ideal partner in that effort.

Rising from a humble beginning in Natick in 1979, EMC is now a premier supplier of systems, software, services and solutions to store, protect, optimize and leverage information. Simply put, EMC helps customers make how they use and manage information a business advantage.

Headquartered in Hopkinton, EMC employs more than 31,000 people worldwide, including more than 8,500 in Massachusetts. Its international reach is matched by its importance to the economy of the Commonwealth: after nearly 30 years in business, EMC is the state's largest technology employer, largest software developer, and largest manufacturer.

But even the largest companies sometimes experience a gap between skills their workers have, and the skills they need their workers to have. That is just the kind of problem the Workforce Training Fund was designed to solve.

EMC is at the cutting edge of delivering state-of-the-art, flexible and secure computer storage systems. While EMC assembles its hardware in Franklin, the company's future in Massachusetts lies in designing, developing and servicing high quality, innovative, user-friendly software applications and storage systems.

By 2004, changes in the industry and within EMC led to a skills gap in its workforce.



EMC had Massachusetts-based engineers who needed to work with other engineers from newly-acquired companies in United States, and at other EMC locations worldwide. And with its shift toward making Massachusetts a center for software development, EMC's operations in the Commonwealth had too few software engineers, and too many hardware engineers.

That's why the Workforce Training Fund partnered with EMC to retrain over 500 Massachusetts-based hardware engineers as software engineers.



At \$676,000, coordinated among multiple training vendors, it was and remains the largest Workforce Training Fund grant ever awarded. It is also the only time this particular type of retraining effort has been attempted.

"Whether they have degrees in electrical engineering or computer science, our engineering employees are the best in the world when it comes to design and development," says Dave Donatelli, Executive Vice President of EMC's Storage Product Operations Division.

"What has changed is what they're developing," he adds. "Designing and developing hardware and software requires additional tools, methods and processes in the software development arena. The training funded through the Workforce Training Fund allowed us to teach hundreds of Massachusetts employees how to use leading edge



advanced development tools, methods and processes and get all our development teams on the same page."

The results are clear. Jobs have been retained in Massachusetts, and more have been created. The Workforce Training Fund's investment in EMC's employees has already generated an estimated 200 net new jobs – and there are more to come.

"The Workforce Training Fund is a great example of the public sector working with a public company," says Frank Hauck, EMC's Executive Vice President of Global Marketing and Customer Quality. "At EMC, we look everywhere – and can go anywhere – for the talent we need. It was great to work with the Workforce Training Fund because they share our commitment to making our Massachusetts workforce truly second to none."

Workforce Training Fund Impact

Massachusetts Council of Human Service Providers: Better Training to Ensure Quality Care

The Workforce Training Fund has been strengthening the bottom line for employers through highly-trained employees since 1999. But equally important is the Workforce Training Fund's efforts to ensure those employees gain "portable" skills and qualifications they can take with them wherever they go. Sometimes, the only way to do both is to reshape an entire industry – which is what the Workforce Training Fund helped the Massachusetts Council of Human Service Providers to do.

Every year in Massachusetts, over 100,000 human service workers care for 1 in 10 Bay State residents – a population larger than the city of Boston. Human service workers offer assistance and support to over half a million citizens made vulnerable by everything from abuse to illness, old age to developmental disabilities.

The human service workforce is vital to the well-being of thousands of our neighbors - and it's growing. Between 1994 and 2004, the number of human services provider agencies skyrocketed by over 42 percent. In the same period, sector spending soared by 76 percent. Between now and 2014, that growth will increase the demand for human service providers – generating another 39,000 jobs in the industry.

This explosive growth presents a challenge to the industry and its workforce – and to the men and women of the Massachusetts Council of Human Service Providers. The Council, which represents nearly 300 human service agencies statewide, has been the voice of the Commonwealth's private provider industry since 1976.

The Council came to the Workforce Training Fund in early 2005 with a problem: Changes in the expectations

and responsibility of direct service workers have not been accompanied by an expansion in training, education or qualifications.

But the Council also came with a plan: the Credentialing Project. Underwritten in part with a \$250,000 Workforce Training Fund grant, the Credentialing Project creates standards of qualification for human service providers for the first time, and an online learning management system known as Providers' eAcademy® to give providers the opportunity to earn them.

With the Council's investment of over \$830,000, the Project is able to offer a reasonable industry standard with a range of flexibility to accommodate individual training programs, and respond to several challenging developments in the human service industry.

A broad, generation-long shift from institutional care to home- and community-based care means more providers spread more thinly, with more responsibilities, than ever before.

The proliferation of small agencies – 70 percent of provider agencies spend less than \$1m a year; over 50 percent spend less than half a million dollars a year – leads to differing standards and methods of training of delivering care.

A lack of broad vocational certifications, coupled with a workforce of whom two-thirds lack a college degree, makes career advancement difficult and depresses wages and benefits.

Fundamentally, a combination of little or no training, in a stressful profession with low wages leads to high turnover, a lower standard of care and a workforce increasingly under strain.

For Council Chief Executive Officer Michael D. Weekes, a significant way forward was to invest in human service workforce through better training and professional development.



"By using Providers' eAcademy®, our workers can receive better training and have more opportunities for professional development. We believe the program will help our human service employees build caring communities across the Commonwealth," Weekes says.



"The assistance from the Workforce Training Fund has better helped us train our workforce and helped them provide even better care to the residents of the Commonwealth. This program will make a difference in the lives of virtually all Massachusetts residents."

By now, the first class of 900 human service workers has been trained in twelve defined areas, ranging from a basic Introduction to Human Services and Professionalism to Vocational/Educational Skill Support and Crisis Intervention. And that is only the beginning.

"It has been a pleasure to work with the Massachusetts Council of Human Service Providers," says Workforce Training Fund Director of Client Services Robert Collins.

"Everyone at the Council, and everyone at the Workforce Training Fund, was committed to taking an innovative approach to attack the industry's skills gap. Together, we have developed a productive, cost-effective model which provides providers with skills training in critical areas with a recognized credential for the employees who successfully complete the training."

Workforce Training Fund At Work

"Our WTF Technical Assistance grant allowed us to build a successful partnership between four acute care hospitals, Service Employees International Union Local 1199 and a community college with the goal of developing an innovative educational approach to address the nursing shortage."

"By bringing all stakeholders together for an intensive, industry based, planning process, we were able to craft an incumbent worker training model based on the real needs of employers, the real lives of workers and the actual educational components necessary to become a Board-certified RN."

"We are now working on implementing this planning process by applying for a WTF grant to support the nurse education program at the partnering hospitals!"

Harneen Chernow, Director
1199 SEIU Training and Upgrading Fund
Dorchester

"Thanks to the Workforce Training Fund, our Kaizen Rapid Improvement Teams helped break the old culture. In the past, it could take weeks - even months - to identify a problem, propose a change to management, get their approval and get employees to change old habits. Eight of our first nine Kaizen events averaged three weeks from being sanctioned to completion."

"Aside from the obvious savings realized through cost reduction Kaizen events, ergonomic improvements were also made in the manufacturing process that helped energize employees to continue to look for additional ways to improve productivity."

"The Rapid Improvement Kaizen Team lean method taught our employees a new way to get off the ground, solve a problem, win a quick success and institute a philosophy change."

Luis Hernandez, Plant Manager
California Products Corporation
Andover

About The Workforce Training Fund Advisory Panel

The members of the Workforce Training Fund Advisory Panel bring a wealth of diverse experiences and expertise to guide the Workforce Training Fund in helping move Massachusetts forward. They represent the business and labor communities, as well as the general public.



**Mr. Richard C. Lord, Chairman, Workforce Training Fund Advisory Panel
President and CEO, Associated Industries of Massachusetts**

Mr. Lord is President and CEO of Associated Industries of Massachusetts (AIM), the Commonwealth's largest employer association with over 7,000 members. He previously served as AIM's Executive Vice President, and Chief of Staff for the Massachusetts House Ways and Means Committee.



**Mr. Roger S. Berkowitz
President and CEO, Legal Sea Foods**

Mr. Berkowitz is the President and CEO of Legal Sea Foods. Under his stewardship, the family-owned, Boston-based company has grown from five restaurants to a current total of thirty four in eight states and the District of Columbia.



**Mr. Paul J. McNally
Business Manager, Massachusetts Laborers District Council**

Mr. McNally is Business Manager for the Massachusetts Laborers District Council, which represents 15,000 construction laborers and 7,500 municipal public service workers. He also serves as Trustee for the New England Laborers Training Trust Fund, the New England Laborers Labor-Management Cooperation Trust, and is a member of the Massport Board of Directors.



**Ms. Julie Pinkham, RN
Executive Director, Massachusetts Nurses Association**

Ms. Pinkham has led the Massachusetts Nurses Association, the professional voice for the Commonwealth's 23,000 registered nurses, since 2000. She previously served as the Director of the MNA Labor Relations Program, and as an Associate Director and negotiator before that. She remains first and foremost a registered nurse with more than 13 years' experience in oncology, trauma and burn trauma nursing.



**Mr. Richard Marlin
Legislative Director, Massachusetts Building Trades Council**

Mr. Marlin is the Legislative Director for the Massachusetts Building Trades Council, representing thousands of workers in the construction trades across the Commonwealth. He previously served as the Legislative Director for the Massachusetts AFL-CIO for 14 years, and currently serves on the Board of Directors for the Massachusetts Budget and Policy Center.



**Mr. William B. Vernon
State Director, National Federation of Independent Business**

Mr. Vernon has led the Massachusetts chapter of the National Federation of Independent Business since 1999. Prior to that, he served in senior roles in the Massachusetts State Lottery and the Massachusetts Bay Transportation Authority.



**Mr. Michael J. Widmer
President, Massachusetts Taxpayers Foundation**

Mr. Widmer has led the Massachusetts Taxpayers Foundation since 1992. Prior to that, he served in a variety of management capacities in the public and private sectors, ranging from the Cabot Corporation to the Administrations of Governor Frank Sargent and later Governor Michael Dukakis.



**Ms. Barbara Rosenbaum
President and CEO Emeritus, Jewish Vocational Services**

Ms. Rosenbaum served Jewish Vocational Services, a nonprofit agency dedicated to workforce development and training issues, for a quarter century, until her retirement last year. She continues in public service through roles at The Boston Foundation, the Greater Boston Chamber of Commerce's Workforce Development Committee, and MassINC's New Skills for a New Society Committee.

Workforce Training Fund At Work

"I am very pleased as a business operator to have an opportunity to sit on the Workforce Training Fund Advisory Panel. This is business and government at its best...a true partnership. The mandate in the business community is always for 'return on investment.' The Workforce Training Fund embodies that spirit by redeploying matching funds to enable businesses to grow within the Commonwealth. Proof of its success can easily be measured by the number of companies applying for subsequent grants. These businesses know first hand that the Workforce Training Fund is a valuable asset."

**Mr. Roger S. Berkowitz,
Member, Workforce Training Fund Advisory Panel
President and CEO, Legal Sea Foods**

"I have spent my adult life defending the idea that economic growth requires economic justice and economic opportunity. Serving on the Workforce Training Fund Advisory Panel allows me the opportunity to ensure Massachusetts workers maintain their competitive skills advantage, to the benefit of employers and employees alike."

**Mr. Richard Marlin,
Member, Workforce Training Fund Advisory Panel
Legislative Director, Massachusetts Building Trades Council**

The Workforce Training Fund: A Look Ahead

By David Mackley,
Director, Massachusetts Department of Workforce Development

As a former chief executive officer, I know all too well that if you don't have a skilled workforce in place, running a business successfully is difficult, if not impossible. Before assuming my current position, I knew about the good work the Workforce Training Fund was doing to help employers and labor unions grow and retain skilled employees.

Secretary of Labor and Workforce Development Suzanne Bump and I want to make sure the Workforce Training Fund continues on this successful path. Over the next year, the Workforce Training Fund will implement new objectives, policies and practices to increase its capacity to strengthen the skills of Massachusetts' workers and address the Commonwealth's skills gap.

While the Workforce Training Fund has made great strides, we believe there is always room for improvement. I like to think of us working to make a good Workforce Training Fund program even better through the concept of "RENEW".



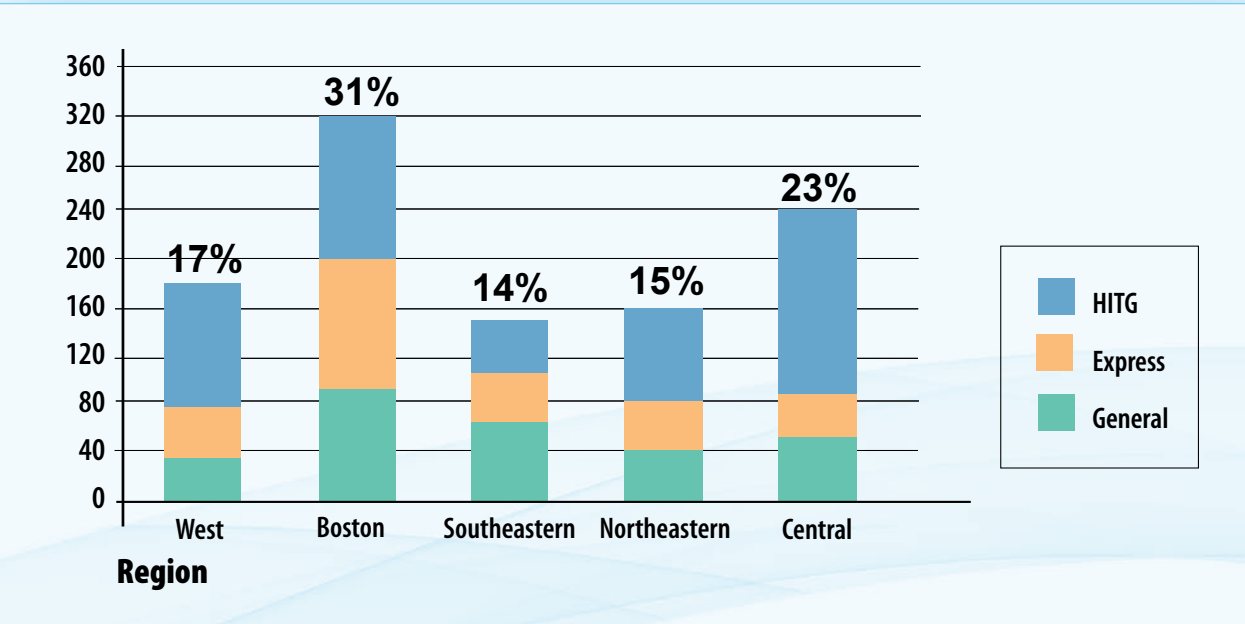
RENEW incorporates:

- **Return on Investment (ROI).** The Fund is requiring reporting of grant outcomes to incorporate specific return on investment as a condition of receipt of funds.
- **Engaging Promising Sectors.** We will ensure that funding reaches employers and workers in growing and emerging sectors.
- **New Assistance Grant Applications and Review Criteria.** We are retooling technical assistance grant applications to engage the upfront necessary work for participation in a sector grant program to develop workforce talent. New criteria will emphasize the quality, sustainability, transferability and mobility of training, in order for workers to effectively compete in their workplace and in a global economy.
- **Evidence Based Management and Continuous Improvement.** We are instituting evidence-based management in decision making, reporting and operational processes. Employers who pay in to the Fund should be able to see real numbers as to how the program is working
- **Working to Update the Program Application and Website.** We are developing a grant application that incorporates new criteria, including return on investment. The Workforce Training Fund staff is working to update the program's website to reflect new changes.

More information will be forthcoming. In the meantime, I encourage you to visit www.mass.gov/wtf.

Workforce Training Fund Grants Fiscal Year 2007

Percentage of Companies Receiving Grants



Workforce Training Fund At Work

"Senior Operations Metal Bellows is located in Sharon and was indeed fortunate to be the recipient of a WTF Grant for Lean Manufacturing Initiatives some 18 months ago. This training grant enabled our organization to complete a program of comprehensive training activities that involved 100% of our workforce. I am pleased to tell you that this grant proved to be the critically important component in our Lean Initiatives."

"Over the past 18 months we have increased our business by 35% and we have added 20 skilled and professional employees. Today our factory is lean and we are being asked to host events for other Massachusetts companies who are seeking to implement similar productivity gains. As a result of this grant our workforce is fully trained in Lean Concepts and this has enhanced our ability to compete in a global economy."

"However, future success will require continuous workforce training initiatives and programs like this help ensure that Massachusetts companies have the resources and skills necessary to compete. Our partnership, through the Workforce Training Fund grant, has been an unqualified success."

Tom Davis, Director of Operations
Senior Aerospace Metal Bellows
Senior Operations, Inc.
Sharon

Workforce Training Fund Grant Awards

Helping Build a Stronger Workforce

Workforce Training Fund Awards Fiscal Year 2007

	Grants Awarded	Dollars Awarded	Workers to be Trained
General Program	285	\$21.7M	29,860
Express Program	266	\$987,159	1,535
Hiring Incentive Training Grant	491	\$1.3M	750
Total	1,042	\$24M	32,145

Workforce Training Fund Awards Since Inception

	Grants Awarded	Dollars Awarded	Workers to be Trained
General Program	2,065	\$146M	204,404
Express Program	1,014	\$4.2M	6,258
Hiring Incentive Training Grant	1,253	\$3.6M	2,063
Total	4,332	\$153.8M	212,752

Workforce Training Fund At Work

“Change happens quickly in our environment, and it’s critical for us to have employees who are up-to-speed on the latest technologies. The grant that we received from the Workforce Training Fund has allowed us to provide supplemental training to our information technology staff to enhance their skill set and prepare for new and different challenges. The end result is employees who are motivated by these opportunities, who have the new skills we need, and who have a history with our organization. It’s a win all around!”

*Angela Winkler, Director, ISO Learning and Development
MassMutual Financial Group
Springfield*

Workforce Training Fund Grant Employer Evaluations

What Employers Are Saying

General Program

Would recommend WTF to other Employers	96%	
Training increased company’s productivity	90%	
Training increased company’s competitiveness	92%	
Layoffs prevented as a direct result of training	21%	1,326 layoffs prevented
New hires as a direct result of training	27%	1,707 new hires.
Pay increases granted as a direct result of training	46%	
Promotions granted as a direct result of training	36%	2,091 promotions granted

Express Program

Survey Question	Percent Who Answered Yes
Training increased company’s productivity	90%
Training increased my ability to retain employees	77%
Increased employee morale	89%
Pay increase granted as a direct result of training	17%

Hiring Incentive Training Grant

Survey Question	Percent Who Answered Yes
Did the grant result in a savings of money?	80%
Did the grant result in a savings of staff resources?	40%
Did the trainees gain skills that are of value to the company?	96%
Would you recommend the program to other employers?	95%

The Workforce Training Fund: What We Offer

Confidentiality

As part of the grant review process, applicants for the General Program are required to provide financial statements to ensure their organizations are on a sound fiscal footing. All financial information is shielded from disclosure to the public under Massachusetts law (MGL c.29 s2RRe).

Expertise

Professional staff of the Workforce Training Fund collectively have dozens of years of experience in coordinating training programs, from the small start-up to some of the largest multinationals in Massachusetts. A field representative works with grant recipients at every step, answering questions and assessing program effectiveness.

Feedback

From the time applications are submitted, to the close-out of the training program, the Workforce Training Fund provides grant recipients with constructive, detailed and objective analysis.

Applicant Assistance Program

While many employers recognize the need to build the skills of their workers, they may lack experience in the design and implementation of education and training programs, or may be unaware of financial resources available to support the cost. Employers may also need help navigating public grant programs and developing competitive grant applications.

The Applicant Assistance Program is available to link our training resources to such training needs.

Administered by the Commonwealth Corporation on behalf of the Executive Office of Labor and Workforce Development, the Applicant Assistance Program helps employers across the Commonwealth develop effective training plans and competitive applications to the Workforce Training Fund.

Applicant Assistance Program specialists offer a variety of services, including:

- Reviewing the Workforce Training Fund;
- Assessing your training needs;
- Developing a training plan;
- Assisting with the selection of training providers; and
- Reviewing your application.

In FY 2007, just over half of all organizations submitting applications to the Workforce Training Fund made use of the Applicant Assistance Program – and of those, 75 percent were awarded grants.

So while there is no guarantee that assistance will lead to a Workforce Training Fund grant, the Applicant Assistance Program gives employers the information and the advice needed to submit a worthwhile application – at no charge.

For more information, go to the Applicant Assistance Program website at www.commcorp.org/aap, or contact a program specialist in your area:

Boston & Northeastern Massachusetts	Central & Western Massachusetts	Southeastern Massachusetts
Doug Riikonen (617) 727-8158, ext. 1241 driikonen@commcorp.org	Johanna Hall (413) 582-9054, ext. 103 jhall@commcorp.org	Rob Vitello (508) 679-4974 rvitello@commcorp.org

Workforce Training Fund General Grant Awards By Region in FY07

Applicant Name	Location	Employees To Be Trained	Grant Amount	Applicant Name	Location	Employees To Be Trained	Grant Amount
Greater Boston				Greater Boston			
Accutech Packaging, Inc.	Foxboro	63	\$42,000	Hologic, Inc.	Bedford	152	\$193,330
Advanced Thermal Solutions, Inc.	Norwood	30	\$62,020	Horizon Air Services, Inc.	East Boston	81	\$48,600
Ahlstrom Lantor, LLC	Bellingham	85	\$124,620	Housing Families, Inc.	Malden	45	\$40,200
All-Comm, Inc.	Revere	19	\$23,985	Hebrew Rehabilitation Center for the Age	Boston	19	\$246,452
Arlowe Corporation	Wilmington	14	\$41,450	Henley Enterprises, Inc.	Newton	124	\$102,100
Axcel Photonics, Inc.	Marlborough	27	\$45,775	Indevus Pharmaceuticals, Inc.	Lexington	31	\$34,850
AccuRev, Inc	Lexington	43	\$38,177	Inflexion, Inc.	Newton	37	\$54,288
Add Inc.	Cambridge	153	\$109,125	Ingleside Corporation	Norwood	9	\$27,600
Advanced Signing LLC	Medway	33	\$48,600	Insultab, Inc.	Woburn	20	\$13,530
Agiltron, Inc.	Woburn	1	\$115,400	Intel Massachusetts, Inc.	Riverton	80	\$125,540
Agiltron, Inc.	Woburn	48	\$34,000	Kayem Foods, Inc.	Chelsea	402	\$48,814
Alkermes, Inc.	Cambridge	180	\$226,900	Landry's, Inc.	Natick	15	\$19,200
Ames Safety Envelope Company	Somerville	313	\$216,040	Linkage, Inc.	Burlington	60	\$60,147
ArQule, Inc.	Woburn	98	\$21,000	MA/COM	Harrisburg	30	\$43,750
Ascend Technologies, Inc.	Waltham	T50	\$33,475	Melrose Cooperative Bank	Melrose	20	\$27,000
Atlas Watersystems, Inc.	Newton	35	\$38,900	Marshall's Merchants of Woburn	Framingham	210	\$27,000
Axia Ltd.	Boston	30	\$64,800	Mass Container Corp	Marlboro	93	\$106,255
Bascom-Turner Instruments, Inc.	Norwood	3	\$35,990	MassBank	Reading	153	\$145,350
Boston Centerless, Inc.	Woburn	46	\$37,358	Medway Cooperative Bank	Medway	32	\$38,661
Cabem Technologies, LLC	Franklin	8	\$16,200	National Braille Press, Inc.	Boston	46	\$49,951
Comark Corporation	Medfield	47	\$27,000	Needham Electric Supply Corporation	Canton	107	\$108,396
Camger Coatings Systems, Inc.	Norfolk	27	\$38,400	Northern Bank and Trust Co.	Woburn	120	\$113,010
Commercial Cleaning Service, Inc.	Allston	182	\$61,550	Navimedix, Inc.	Cambridge	50	\$77,950
DSM NeoResins, Inc.	Wilmington	91	\$49,316	One Stop Business Centers, Inc.	Burlington	41	\$56,690
DST International North America	Boston	25	\$49,195	Outcome Sciences, Inc.	Cambridge	64	\$143,350
Dale Medical Products, Inc.	Plainville	97	\$71,300	Precision Coating Co., Inc.	Dedham	49	\$49,016
Dow Industries	Wilmington	7	\$8,060	Premier Yachts, Inc.	Boston	83	\$39,940
E Ink Corporation	Cambridge	123	\$115,700	Pearson Education	Boston	1,400	\$295,200
East Cambridge Savings Bank	Cambridge	108	\$107,150	Pierce Aluminum Co., Inc.	Franklin	85	\$124,110
Electric Supply Center	Burlington	6	\$44,400	Progress Software Corporation	Bedford	370	\$203,403
Equity Office Management, LLC	Chicago	27	\$43,680	Raytheon Company, Network Centric Systems (NCS)	Marlborough	189	\$80,328
Fiber Innovations, Inc.	Walpole	32	\$54,700	Reading Co-operative Bank	Reading	62	\$67,875
First Trade Union Bank	Boston	50	\$41,563	Scientific Systems Co., Inc.	Woburn	36	\$45,900
Foster-Miller, Inc.	Waltham	188	\$247,430	Seaboard Bindery, Inc.	Woburn	22	\$38,100
Garelick Farms, LLC	Franklin	118	\$156,852	Shuster Laboratories, Inc.	Canton	57	\$78,525
GTC Biotherapeutics, Inc.	Framingham	25	\$41,000	Skyworks Solutions Inc.	Woburn	165	\$70,140
Genzyme Corporation	Cambridge	318	\$240,538	Sud-Chemie, INC	Needham	33	\$49,400
Genzyme Corporation	Cambridge	509	\$385,635	Suffolk Construction	Boston	150	\$77,500
Hayes Pump and Machinery Co., Inc.	West Concord	47	\$61,605	The Boston Phoenix, Inc.	Boston	125	\$105,900
HMFH Architects, inc.	Cambridge	25	\$40,960	The Cooperative Bank	Roslindale	74	\$49,500

Workforce Training Fund General Grant Awards By Region in FY07

Applicant Name	Location	Employees To Be Trained	Grant Amount
Greater Boston (continued)			
Technical Communications Corp.	Concord	14	\$20,280
The Bank of Canton	Canton	149	\$135,693
The J.N. Phillips Company, Inc.	Woburn	214	\$215,000
United Electric Control	Watertown	64	\$62,650
United Parcel Service, Inc. (UPS)	Atlanta	3,120	\$158,790
Vantage Builders, Inc.	Waltham	22	\$26,180
Waltham Services, Inc.	Waltham	102	\$23,638
Wholesale Doors, Inc.	Peabody	49	\$50,000
WSS, Inc.	Peabody	30	\$31,200
Walchem Corporation	Holliston	51	\$39,200
Walpole Woodworkers, Inc.	Walpole	125	\$66,415
Xenon, Inc.	Wilmington	3	\$29,600
Number of Companies Greater Boston			
52		Employees Trained 12,340	Grant Funds Awarded \$7,447,346

Applicant Name	Location	Employees To Be Trained	Grant Amount
Central			
A & J Industries LLC	Uxbridge	18	\$48,000
Access TCA, Incorporated	Whitinsville	121	\$40,300
Astrazeneca, LP	Westborough	669	\$236,693
Abbott Bioresearch Center	Worcester	251	\$112,200
Arrythmia Research Technology Corporation	Fitchburg	101	\$152,879
Bemis Associates, Ltd.	Shirley	188	\$174,960
Bel Power Inc.	Westborough	65	\$50,000
Bionostics, Inc.	Devens	100	\$76,593
Curtis Industries, LLC	Worcester	50	\$49,000
Central One Federal Credit Union	Shrewsbury	78	\$88,850
Clinton Savings Bank	Clinton	106	\$99,238
Cycles, Inc.	Sterling	117	\$137,450
Essential Healthcare Ayer, Inc.	Ayer	45	\$46,300
F & D Plastics Inc.	Leominster	42	\$32,900
Grafton Suburban Credit Union	North Grafton	49	\$32,500
Guardian Webster, Inc.	Webster	65	\$50,000
Holden Nursing Home, Inc.	Holden	36	\$311,480
Hybricon Corporation	Ayer	81	\$43,300

Applicant Name	Location	Employees To Be Trained	Grant Amount
Central			
I-C Credit Union	Fitchburg	20	\$34,273
Indus Polymers Chem, Inc.	Shrewsbury	34	\$34,932
Incom, Inc.	Charlton	161	\$126,000
Injectronics Corporation	Clinton	52	\$44,686
James J. Herlihy Insurance Agency Inc.	Worcester	28	\$48,000
Lewcott Corporation	Millbury	68	\$44,000
Leominster Credit Union	Leominster	118	\$117,900
Maplewood Acquisition, LLC	Ashburnham	15	\$17,886
Millbury Federal Credit Union	Millbury	68	\$48,625
Millbury National Bank	Millbury	22	\$20,900
Mar-Lee Companies	Leominster	65	\$184,166
Middlesex Savings Bank	Natick	237	\$128,325
Moduform Inc.	Fitchburg	45	\$45,000
New England Fabricated Metals, Inc.	Leominster	30	\$43,650
New England Peptide, LLC	Gardner	24	\$23,926
Polus Center for Social & Economic Development, Inc.	Worcester	35	\$45,600
Plexus Services Corp	Ayer	176	\$197,249
Quinsigamond Community College	Worcester	0	\$24,750
Rand Whitney Packaging Corporation	Worcester	89	\$48,292
Reed Machinery, Inc.	Worcester	18	\$48,500
Riverdale Mills Corporation	Northbridge	75	\$100,045
Southbridge Savings Bank	Southbridge	55	\$125,300
Saint Gobain - Ceramics Division	Worcester	134	\$107,616
Savers Bank	Southbridge	91	\$21,535
Southbridge Credit Union	Southbridge	50	\$48,160
Southern Container Corporation	Devens	100	\$50,000
Spencer Savings Bank	Spencer	91	\$89,230
TRW Automotive US, LLC	Westminster	200	\$218,275
United Way of North Central Massachusetts, Inc..	Fitchburg	8	\$8,512
Webster 5 Cents Savings Bank	Auburn	158	\$130,000
Wirefab, Inc.	Worcester	33	\$38,700
Worcester Credit Union	Worcester	38	\$31,000
Worcester Envelope Company	Auburn	45	\$70,518
Worcester Telegram & Gazette Corporation	Worcester	100	\$81,900
Number of Companies Central Region			
52		Employees Trained 4,765	Grant Funds Awarded \$4,230,094

Workforce Training Fund General Grant Awards By Region in FY07

Applicant Name	Location	Employees To Be Trained	Grant Amount
Northeastern			
ARC Technologies, Inc.	Amesbury	111	\$111,325
Azonix Corporation	Billerica	44	\$42,720
Berkshire Manufactured Products, Inc.	Newburyport	128	\$66,810
Butler Bank	Lowell	54	\$44,400
CGI-AMS, Inc.	Andover	150	\$249,116
Coating Systems, Inc.	Lowell	52	\$31,200
Comtech PST Hill Engineering Division	Topsfield	18	\$41,000
Conquest Business Media, Inc.	Beverly	40	\$41,798
California Products Corp.	Andover	77	\$39,996
Comcast of Massachusetts 1 Inc.	Chelmsford	155	\$214,657
Cortron Inc.	Methuen	41	\$48,000
Danvers Bank	Danvers	45	\$33,800
Dakota Systems Inc.	Dracut	60	\$44,000
Eastman Gelatine Corporation	Peabody	48	\$80,340
Electric Insurance Company	Beverly	352	\$210,669
FLIR Systems, Inc	Billerica	77	\$142,366
Fulfillment Plus Mailing Solutions, Inc.	Haverhill	42	\$45,675
GES US (New England), Inc.	Lowell	140	\$107,205
Holyoke Mutual Insurance Company	Salem	118	\$102,630
Hillcrest Motors Corporation	Salem	45	\$44,824
IBIS Technology Corporation	Danvers	19	\$26,400
International Light, Inc.	Peabody	28	\$47,250
Joseph Szczechowicz	Rowley	12	\$16,670
Jeanne D'Arc Credit Union	Lowell	125	\$138,355
M/A COM Federal Credit Union	Lowell	10	\$6,610
Mark Richey Woodworking and Design, Inc.	Newburyport	33	\$20,202
Microline, Inc.	Beverly	18	\$70,200
North Shore Bank, A Cooperative Bank	Peabody	43	\$28,155
Nuvera Fuel Cells	Billerica	55	\$50,000
NaviSite, inc.	Andover	168	\$122,545
PMS MFG Products, Inc.	Gloucester	12	\$43,400
PCG Trading	Peabody	30	\$10,000
Powell, LLC	Haverhill	21	\$26,800
Precision Technologies	Tyngsboro	30	\$49,000
PerkinElmer, Inc.	Wellesley	82	\$80,550
Rockport Mortgage Corporation	Gloucester	18	\$33,500
RPP Corporation	Lawrence	98	\$62,730
Raytheon Company	Andover	540	\$226,000
Shep Company, Inc.	Lawrence	28	\$14,256
Service Chemical, LLC	North Andover	10	\$31,800

Applicant Name	Location	Employees To Be Trained	Grant Amount
Northeastern			
Symmetricom, Inc.	Beverly	120	\$105,229
The Provident Bank	Amesbury	45	\$36,750
The Gem Group, Inc.	Lawrence	381	\$230,116
Tool Technology, Inc.	Danvers	17	\$44,000
Number of Companies Northeastern Region			
44		Employees Trained 3,370	Grant Funds Awarded \$3,263,048
Southeastern			
Autocam Greenville, Inc.	Plymouth	93	\$28,500
American Dryer Corporation	Fall River	271	\$235,072
American Insulated Wire Corporation	Mansfield	135	\$91,600
B.N. Yanow & Co., Inc.	Brockton	33	\$35,795
Bank of Fall River, A Co-Operative Bank	Fall River	59	\$48,345
Barbour Plastics, Inc.	Brockton	38	\$48,220
Bisco Environmental, Inc.	Taunton	34	\$37,500
Building #19, Inc.	Hingham	310	\$195,448
Boston Financial Data Services, Inc.	Quincy	208	\$141,825
Brockton Credit Union/HarborOne	Brockton	175	\$114,555
Cape Cod Potato Chip Company, Inc.	Hyannis	125	\$100,531
Checon Corporation	North Attleboro	106	\$109,990
Columbia Electric Supply	Brockton	53	\$48,900
Convention Data Services, Inc.	Bourne	91	\$37,511
Carlo Gavazzi Computing Solutions	Brockton	97	\$127,235
Davico Manufacturing	New Bedford	31	\$25,250
Decas Cranberry Products, Inc.	Wareham	61	\$82,448
Draka Cableteq USA, Inc.	North Dighton	215	\$49,140
Equal Exchange, Inc.	West Bridgewater	70	\$47,805
Extrusion Technology, Inc.	Randolph	100	\$104,000
Flexcon Industries Trust	Randolph	T103	\$110,960
Fuller Craft Museum, Inc.	Brockton	22	\$17,025
Fall River Shirt Company, Inc.	Fall River	117	\$250,230
HCC Aegis, Inc.	New Bedford	45	\$49,405
Industrial Communications, LLC	Marshfield	44	\$50,000
Innovative Spinal Technologies	Mansfield	49	\$62,350
J & J Technologies, Inc.	Wareham	46	\$52,805
J. Calnan & Associates, Inc.	Quincy	60	\$75,600
Jostens, Inc.	Attleboro	167	\$72,000

Workforce Training Fund General Grant Awards By Region in FY07

Applicant Name	Location	Employees To Be Trained	Grant Amount	Applicant Name	Location	Employees To Be Trained	Grant Amount
Southeastern (continued)				Western			
Julius Koch USA - Southeastern Mass Manufacturing	New Bedford	906	\$61,861	Atkins Fruit Bowl, Inc.	Amherst	3	\$6,430
Metalor TechnologiesUSA Corporation	North Attleboro	36	\$45,000	Apex Engineering Corporation	Pittsfield	66	\$68,827
MX Consulting Services, Inc.	Raynham	18	\$37,500	Argotec, Inc.	Greenfield	52	\$28,045
McSweeney and Ricci Insurance Agency, Inc.	Braintree	71	\$76,195	Barker Steel Company, Inc.	Milford	75	\$48,800
Morgan Advanced Ceramics	New Bedford	121	\$82,830	Berkshire Group, Ltd.	Westfield	5	\$21,000
North Abington Co-Op Bank	North Abington	27	\$35,310	Berkshire Medical Center	Pittsfield	17	\$233,970
Ottaway Newspapers Inc.	Hyannis	21	\$7,100	Creative Machining & Molding Corporation	Western	11	\$28,500
PFR Acquisition, LLC	Fall River	85	\$47,500	DNS Enterprises, Ltd.	Pittsfield	45	\$3,150
Polymer Corporation	Rockland	46	\$48,300	Filli, LLC	East Longmeadow	71	\$116,694
Poyant Signs, Inc.	New Bedford	60	\$40,100	Franklin First Federal Credit Union	Greenfield	19	\$9,440
Polymetallurgical Corporation	North Attleboro	57	\$49,248	Greylock Credit Union	Pittsfield	8	\$33,370
Premier Diagnostic Services, Inc.	Avon	70	\$49,153	Hancock Shaker Village, Inc.	Pittsfield	50	\$7,255
Sentient Jet Membership	Weymouth	185	\$240,418	Holyoke-Chicopee-Springfield Head Start	Springfield	297	\$64,000
Slade's Ferry Trust Company	Somerset	159	\$112,510	Intelicoat Tech Image Products/Holdco, LLC	South Hadley	172	\$64,954
Standard Rubber Products, Inc.	West Hanover	19	\$21,000	Irwin Industrial Tool	East Longmeadow	200	\$152,688
Stoughton Steel Company, Inc.	Hanover	26	\$49,500	Kanzaki Specialty Papers, Inc.	Ware	88	\$112,900
Sunburst Electronic Manufacturing Solutions, Inc.	West Bridgewater	66	\$49,839	KB Toys Retail Inc.	Pittsfield	185	\$176,475
Sapphire Engineering, Inc.	Pocasset	8	\$26,765	Kielb Welding Enterprise, Inc.	West Springfield	9	\$18,800
Seekonk Manufacturing Company, Inc.	Seekonk	26	\$39,000	Mastex Industries, Inc.	Holyoke	70	\$70,032
Smiths Medical ASD, Inc.	Rockland	79	\$79,050	Money Wise Solutions	Longmeadow	95	\$102,000
South Coastal Bank	Rockland	57	\$44,865	National Vinyl Products, Inc.	Chicopee	26	\$6,180
Supply New England, Inc.	Attleboro	98	\$66,292	National Vinyl Products, Inc.	Chicopee	62	\$82,700
Teknor Apex Company	Attleboro	63	\$48,500	Nu Visions Manufacturing, LLC	Springfield	252	\$153,000
Thomson & Thomson, Inc.	North Quincy	64	\$87,670	Powder Shield Technologies	Adams	25	\$37,800
USWA Local 1357	New Bedford	40	\$80,000	Quabbin Valley Convalescent	Athol	210	\$121,174
V-Tron Electronics Corporation	South Attleboro	110	\$47,000	SPFLD Teachers Credit Union	Springfield	31	\$46,084
V.H. Blackinton & Co., Inc.	Attleboro Falls	36	\$46,613	Smith & Wesson Corporation	Springfield	650	\$133,935
Vanguard Managed Solutions, LLC	Mansfield	51	\$63,580	Sonicron Systems Corporation	Westfield	15	\$31,800
VERC Enterprises, Inc.	Duxbury	93	\$29,640	Sonoco Products Company	Holyoke	68	\$90,623
Verc, Inc.	Plymouth	48	\$34,800	The Berkshire Gas Company	Pittsfield	124	\$71,205
Weymouth Co-Operative Bank	East Weymouth	40	\$39,982	The October Co., Inc.	Easthampton	20	\$41,600
Windemere Nursing and Rehabilitation Center	Oak Bluffs	10	\$104,974	The Charles C. Lewis Company	Springfield	10	\$20,000
Wrobel Engineering Company, Inc.	Avon	82	\$90,760	Transcon Technologies, Inc.	Westfield	25	\$39,600
				Universal Forest Products Eastern Division Inc.	Belchertown	113	\$101,300
				W.F. Young, Inc.	East Longmeadow	10	\$19,121
Number of Companies Southeastern Region		Employees Trained	Grant Funds Awarded	Number of Companies Western Region		Employees Trained	Grant Funds Awarded
62		5,836	\$4,432,900	35		3,179	\$2,363,452

General Program Grants	
Total Number of Companies:	285
Total Employees Trained:	29,860
Total Grant Funds Awarded:	\$21,736,841

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The Workforce Training Fund is a program of the Department of Workforce Development, under the Executive Office of Labor and Workforce Development.

Commonwealth of Massachusetts



Executive Office of Labor and Workforce Development

Deval L. Patrick, Governor

Timothy P. Murray, Lt. Governor

**Suzanne M. Bump, Secretary
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